

COMPETING FOR THE FUTURE



Content Overview and Schedule

The program consists of a series of 4 conferences and 8 coaching sessions with supporting implementation assignments. The conferences will be held at the Northern Quest Hotel and Conference Center. Coaching will take place in small groups that will be comprised of people from one company or a collection of individuals who come together to form a learning team for the duration of the process. The coaching will take place at various locations around the area that will be determined by the teams themselves.

The content of the program will be unique but some of the language used to describe it may not be. This is where we run into the limitations of language. Here is what we mean. We will be teaching practices for leadership, communication, coordination, management, and building effective teams. The natural inclination is to say, "I already know what those words mean and how to do that." You have most certainly heard the words before and just as certainly don't have the practices that we are going to teach you. Thus our caution is this, do not assume that you know what we are talking about when we use terms that may be familiar. You can get a New York steak at Denny's or at Ruth's. On the menu they look the same. On the plate the two experiences are very different. The same is true here. You will be embarking on a journey into a new world and will find yourself stepping into a new future by the time you are done.

Conference #1

The Intensive

We call this the intensive for good reason – it’s intense! The first night is spent setting the context and goals for the rest of the week. We will begin with a look at the New Game of Business – the forces and factors that are driving the tectonic changes the business world is undergoing. From there we will turn our attention to building the practices of authentic learning and what it will take to build the new practices you will be developing.

The rest of the evening is about goals, expectations, guidelines and ground rules for the rest of the week and a bit of high-energy fun!

For the next four days we will begin at 7:00 am and go until roughly 9:00 p.m. The days are long, full, and exciting. You won’t be sitting for long so don’t worry about tedious lectures. You will be engaged in frequent group conversations, small team projects, games, simulations, and we will be teaching you a series of new practices for taking care of yourself.

The content will consist of work on:

- Learning
- Centering – a somatic (mind/body) practice that will enable you to remain calm in the midst of chaos.
- Universal Performance Principles – the way that high-performers around the world orient themselves
- New coordination practices
- Introductory work on moods and trust
- Introductory work on building and leading teams
- Basic practices for accountable communication
- Work on building your ‘somatic’ presence
- Taking care of your body – the basics

All of this will be delivered in a host of ways that are designed to bring it all to life as opposed to merely talking about it. As we start early we will provide breakfast and a morning and afternoon snack. There are 9 restaurants in the facility where you can find lunch and dinner so enjoy. Be prepared to be newly energized by the time you are done with the Intensive!



Coaching: At the end of this conference you will get an implementation assignment that will be divided into three 2-week increments. You will work for 2-weeks and then meet with your team for a coaching session. The coaching sessions are 2 hours long and once you have completed the first session you will go back to work to bring your new practices alive. Two weeks later you will have another coaching session. Two weeks after that you will be back together with the entire group for another conference. At the end of that conference you will get a new assignment and two more coaching sessions. This process repeats itself for the duration of the course. The coaching is the key to your success as it is all about how you bring your new

competence to life. In the absence of this structure for support the natural tendency is to simply go back to what you know as your normal was of doing things and nothing changes. Remember – what matters is that you learn new actions. If you merely read the material and attend the conferences you will not learn to act, you will understand and that is insufficient for the demands of today's world.

Conference #2

Language and Action, The Dance of Coordination

The remaining conferences are all just two days and basic business hours. In each of them we will build onto the new set of practices that you are learning. The work will always involve linguistic and somatic practices and will be focused on building your identity, competence, dignity, and power. In this conference you will cover:

- Review of your assignment and progress to date
- Learning part II
- Centering in action
- Language and reality – how we create ourselves and our worlds in language
- The dance of coordination – action cycles
- The basic practices of accomplishment
- Accountable communication II

Conference #3

Projects, Performance, and Power

In this conference we will cover:

- Review of your assignment and progress to date
- Centering in relationship
- A life without problems – yes it is possible
- Projects – coordinating with others to get things done
- Project review practice – a new way to manage your work
- Offers and Power – how to enhance your career and marketability

Conference #4

Teams, Moods, and Mastery

In this final conference we will cover:

- Centering under pressure
- Review of your assignment and progress
- The real work of building teams
- The phenomenon of Moods
- The basics of Commitment Based Management
- The silent killers of performance and productivity
- Leadership in the new world
- Completion and congratulations!

